



# Report on Educator Evaluation 2022-23

December 2023

Missouri Department  
of Elementary and Secondary Education



# EVALUATION SYSTEMS

*Effective educator evaluation systems are designed to help teachers and leaders improve their professional practice.*

*Effective educator evaluation systems are aligned to the teacher and leader standards, which ensure clarity on what educators need to know and be able to do to be more effective at educating students.*

*It's likely that these places where teacher evaluation reforms failed did not adhere to all of these research-based principles, either choosing to overlook them entirely or making compromises that effectively neutralized their capacity to do good.*

*~Seven ways to make improving teacher evaluation worth the work, February 2022*





# EVALUATION SYSTEMS

- The seven Essential Principles of Effective Evaluation, required by State Board of Education regulation, summarize research supporting an effective evaluation process and include:
  - Research-based, proven expectations
  - Differentiated levels of performance
  - Developmental support for new teachers and leaders
  - Use of student level data
  - Meaningful and timely feedback
  - Standardized initial and periodic training
  - Use of results to inform personnel decisions
- Building-level evaluation data, collected each year, includes:
  - Type of evaluation model that is used by the school
  - The extent of alignment of the local evaluation process to the seven Essential Principles of Effective Evaluation for both the teacher evaluation and principal evaluation process
  - Performance Levels of Teachers and Principals
- What follows is a summary of the building-level evaluation data





# Evaluation Models in Use

Evaluation Model	% of Schools 2019	% of Schools 2021	% of Schools 2022	% of Schools 2023	Change 2022 to 2023
MISSOURI MODEL EVALUATION	12.5	12.8	13.1	15.0	+1.9
REVISED MISSOURI MODEL	27.7	27.1	26.2	13.8	-12.4
NEE MODEL (MU)	37.8	38.2	36.4	41.3	+4.9
MARZANO MODEL	2.2	1.8	1.7	1.8	+0.1
DANIELSON MODEL	3.3	3.6	3.3	3.8	+0.5
DISTRICT MODEL USING MO STANDARDS	11.3	10.5	13.6	16.9	+3.3
DISTRICT MODEL USING DISTRICT STANDARDS	4.6	5.5	4.9	7.2	+2.3
OTHER	0.5	0.5	0.8	0.3	-0.5
NO EVALUATION SYSTEM	0.0	0.0	0.0	0.0	--



# Seven Essential Principles

Principle 1: Research-Based Evaluation

Principle 2: Differentiated Rating Levels

Principle 3: Probationary Period

Principle 4: Student Academic Growth

Principle 5: Meaningful Feedback

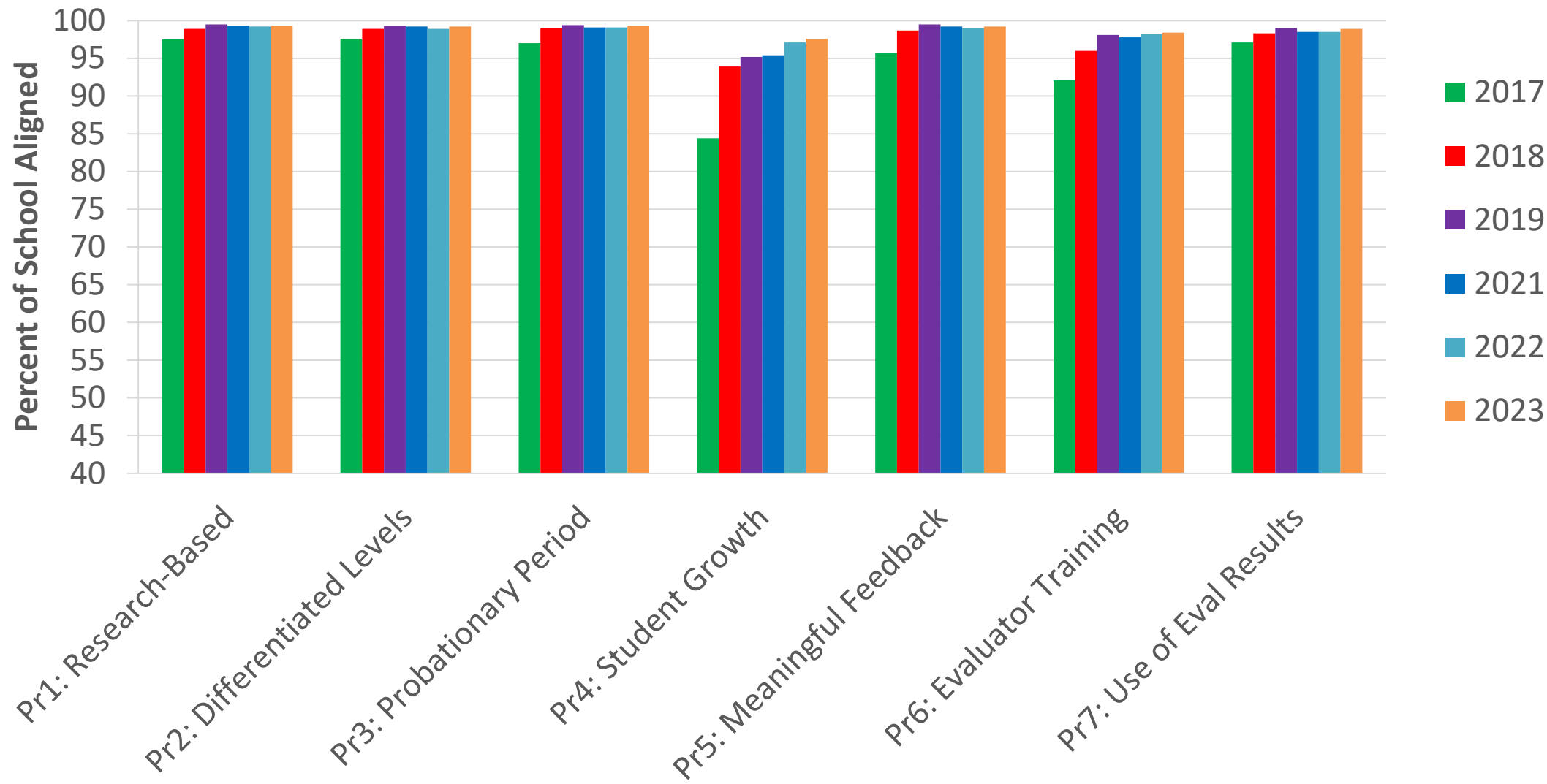
Principle 6: Evaluator Training

Principle 7: Use of Evaluation Results

*\*Full alignment was first required in spring 2017*

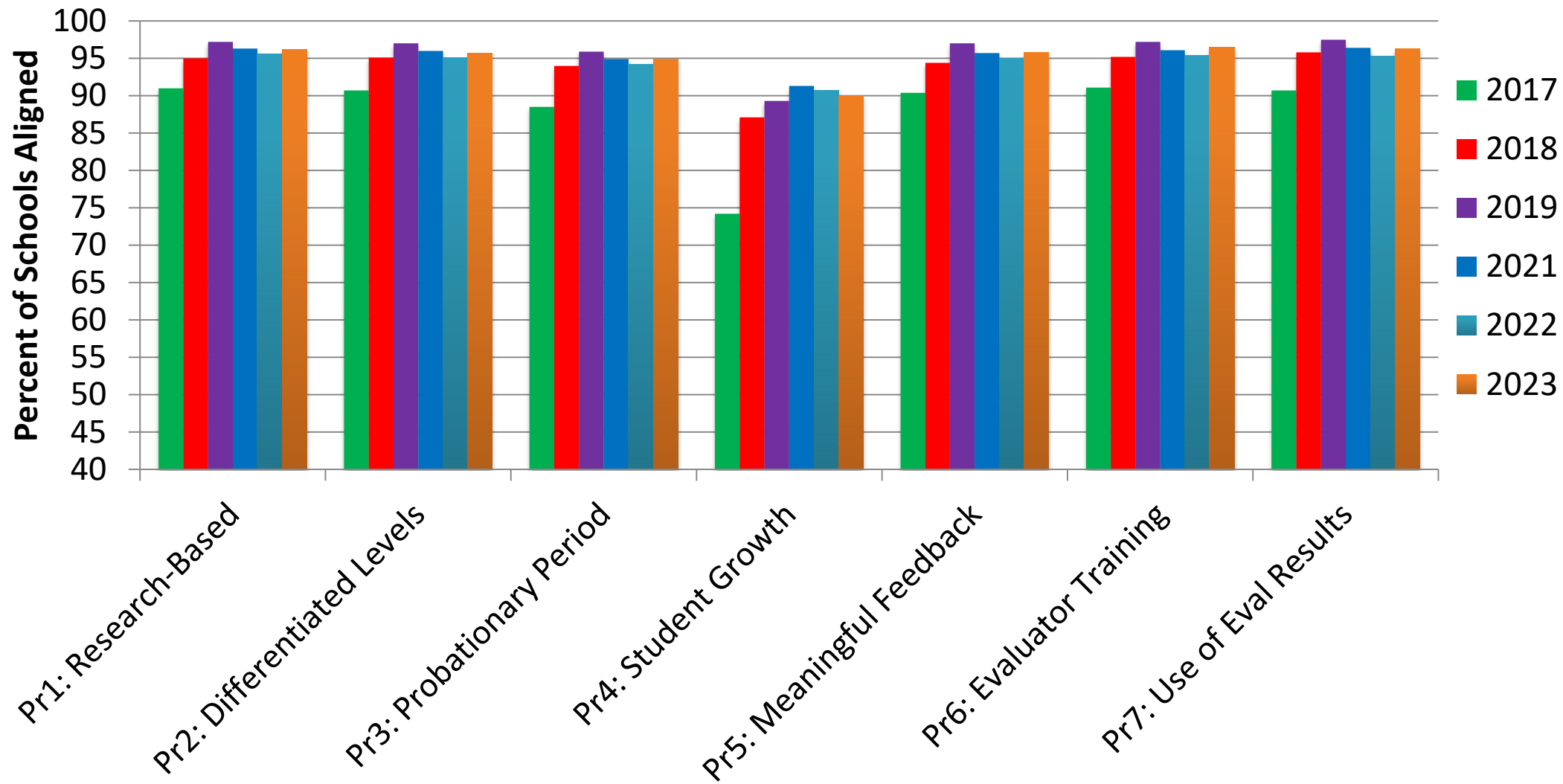


# Teacher Evaluation Alignment





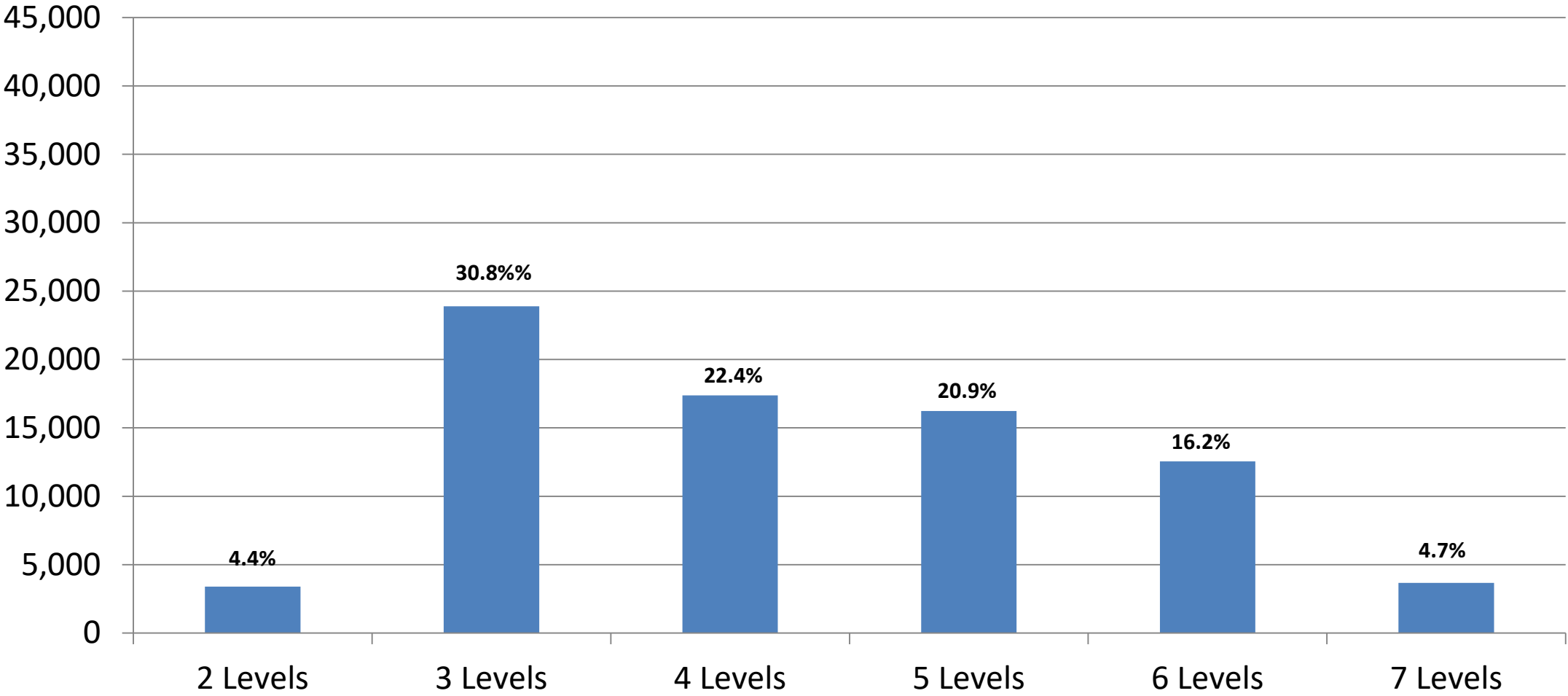
# Principal Evaluation Alignment





# Teacher Evaluation Performance Levels

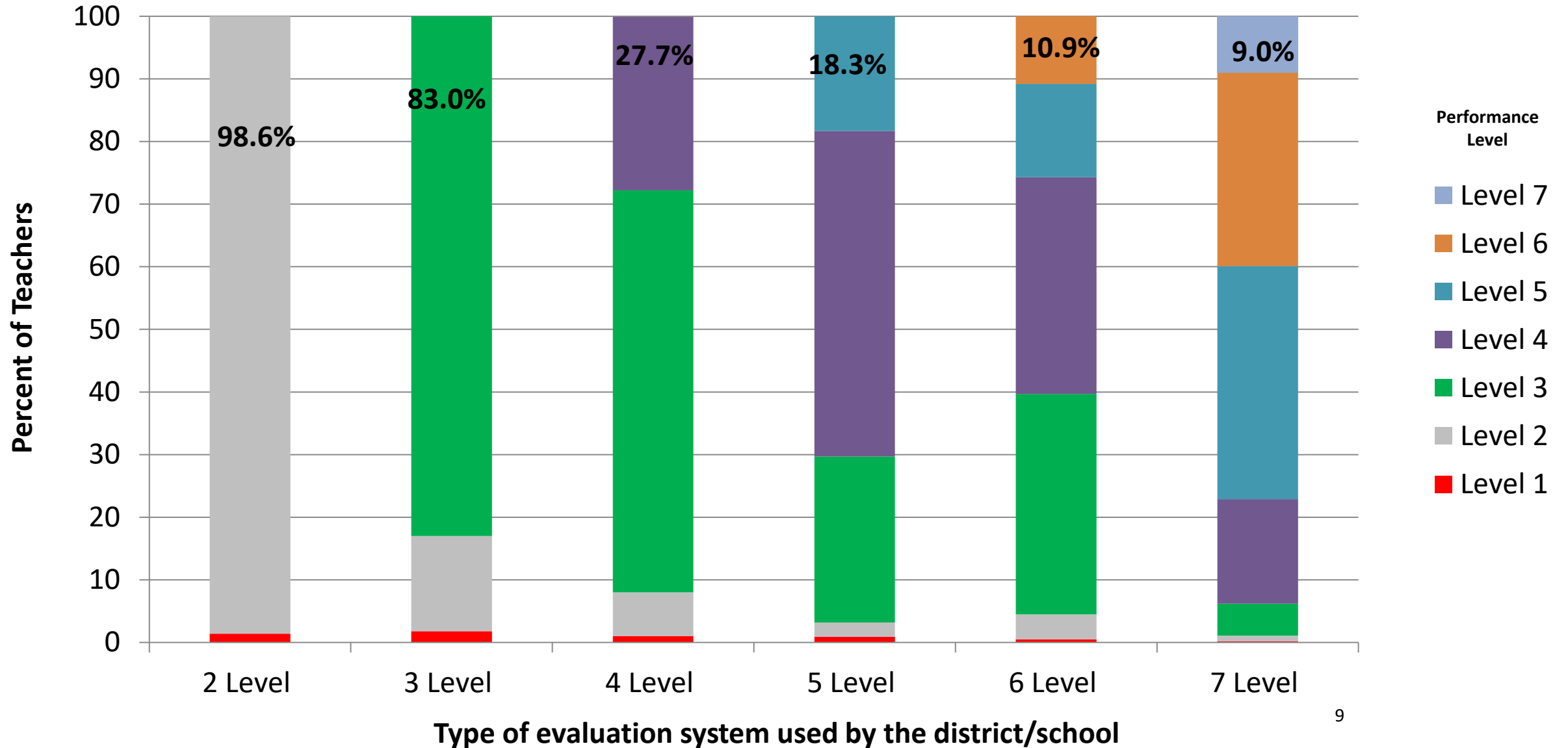
**%/# of teachers evaluated in each type of evaluation model**







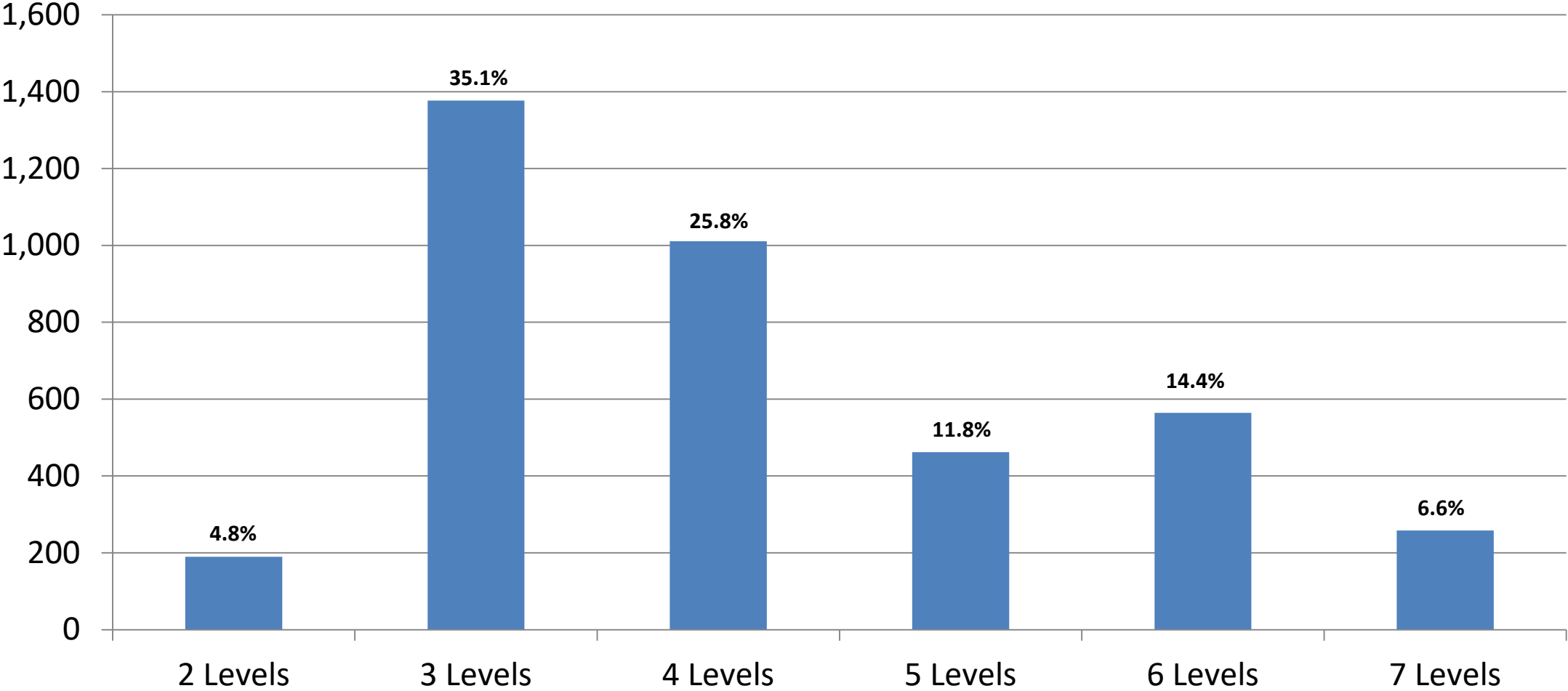
# Percent of teachers rated at the highest level





# Principal Evaluation Performance Levels

%/# of principals evaluated in each type of evaluation model





# Percent of principals rated at the highest level

